



***Stronger Together***  
***Better Together***

## **International Vice President's Report**

Board of Directors Meeting  
Atlanta, Georgia  
May 23 - 24, 2016

### **Electronic Archive Project:**

In keeping with the Board resolution to go green and the goal to reduce our footprint within the CWA building, we've embarked upon a project to electronically archive our old files.

In the Research area of the AFA Collective Bargaining Department, we store negotiations notes, correspondence, tentative and ratified agreements and other documentation for the airlines we represent. Many of these files related to airlines that have gone out of business or were merged with other carriers. We also kept many files containing subject matter background on numerous Flight Attendant-related topics. Some of this information goes back 60 years. Almost 100% of this information is on paper.

We long ago ran out of room to store these paper documents. The problem now is exacerbated by the fact that CWA has leased out the entire 8th floor of the headquarters building, which is where the files were located.

The plan is for any future documents to be submitted electronically for storage, but the issue of the existing paper documents remains.

We have discarded the majority of the subject files, filling up several enormous recycling bins. This info is readily available via the Internet, so there was no need to retain the paper files. We've also gotten rid of files for defunct airlines. Still, there are enough files left in the International Office to fill six or seven 5-drawer lateral file cabinets.

In order to keep the information contained in the remaining paper files, they must be scanned into a and put into an electronic format that can be stored in a computer or on a server. We've contracted with a vendor, Microsearch, who will index electronic files that we upload so that they can be searched, but we're still in the process of settling on a method to accomplish the scanning itself. We will keep a backup copy of our electronic files on two portable hard drives that we've purchased.

The files contain paper of various types: photocopier, notebook, small notepads, thermal faxes, colored newsletter, etc. The documents are usually typed, but lots of them are hand-written. The majority are one-sided but many are duplex. They are in expanding files; or in 3-ring binders; or held together with binder clips, paper clips, staples, rubber bands, etc.

The scanning process is tedious and time-consuming. No one on staff has time to devote to completing this task. We've tried hiring temporary employees for this purpose, but the result has been unsatisfactory; the files were not being completed quickly enough, and staff time still had to be used to check the scanning results for accuracy.

Betsy Tettlebach has been extremely helpful in working with us to find a resolution to this

situation. Among many other things, she has contacted three companies who specialize in scanning large volumes of documents. We feel we're close to making a decision on which company to use. Whichever company we select, will pick up our documents, take them to their facility to be scanned and securely destroy them once we've verified that we're happy with the work.

If this process is successful for Legal/Collective Bargaining, then we are in discussions to also do a similar project with ASHS. The Legal/Collective Bargaining departments are using a Cloud storage model, so all staff negotiators will have access to the library of archived documents at their disposal at any time, provided they have an internet connection. From this point forward, all Staff Negotiator notes are loaded directly into the cloud and processes have been improved to reduce costs of mailing and storing documents.

### **Paid Family/Sick Leave:**

The United States, is the only high-wealth developed country, that doesn't guarantee paid paternity leave, and one of two that doesn't offer sick leave to all workers. Of the whole world, we're one of two countries – U.S. and Papua New Guinea -- that don't guarantee paid leave for new Mothers. As things presently stand, only 13 percent of Americans have access to paid parental leave through their employer.

Many workers who are eligible for leave under the federal Family and Medical Leave Act can't afford to take unpaid time off work in an emergency. They're often left having to choose between taking care of a child they love or the job that puts food on the table. Our members are amongst this group of workers caught in an impossible situation.

We are seeing more and more legislation passed on both the city and state levels which provide for either paid sick days, paid family leave or both. The laws are widely varied. Some exempt employees with a union contract, some are funded by the employer and some require funding by the individual. Moreover, just as when the Federal FMLA Act was passed, the language in some of these laws are written with an eye toward a 40-hour type work week employee, leaving the question of whether or not our members will qualify and benefit from them. Additional considerations may include such factors as RLA or ERISA pre-emption.

One example of how muddy-clear these laws are, with regard to our unique workforce, can be found in the Massachusetts State statute. This State law provides an annual accrual for 40 hours paid sick time for employees. Contractually, our members may accrue more than what the law designates. The law permits employees to use their accrued paid sick leave to take time off for themselves or to care for an ill and eligible family member. Paid sick time can also be used to take time off for instances of domestic violence involving the employee or that of a dependent child. This right differs from most company policies. Therefore, the question remains as to whether or not our members can use their accrued sick leave under these circumstances and can they do so without amassing points or attendance occurrences that could lead to discipline?

You should also be aware for the third year, the U.S. Secretary of Labor Thomas Perez announced the availability of \$1 million to fund research and analyze how paid-leave programs can be developed and implemented across the country. A number of state and local governments have adopted or are now considering paid-leave legislation. Grants issued through this program must be used to conduct research

and analysis activities that advance the grantee's efforts to explore, develop, implement and/or improve a paid family and medical leave program on behalf of individuals working for employers within its jurisdiction.

Recently, we've experienced a groundswell of support for and enactment of various city and state legislation for paid FMLA and Sick time. There is also a movement sanctioning the passage of a federally mandated Family and Medical Insurance Leave Act. A Federal law would eliminate the issue of whether geography would determine whether someone can be there for their newly born child or with a dying parent. Many Flight Attendants who are eligible for leave under the federal Family and Medical Leave Act (Flight Crew Technical Corrections Act) still can't afford to take unpaid time off work in an emergency. They're often left having to choose between taking care of a child they love or risk discipline by their employer.

I participate on a committee with the National Partnership for Women and Working Families. The organization promotes fairness in the workplace, quality health care, and policies that help women and men meet the dual demands of work and family. Our biggest pursuit now is the push for federally mandated paid Family Leave and Paid Sick Days. It should be noted that through our partnership with this group, AFA was able to pass the Flight Crew Technical Corrections Act.

### **Federal Legislative Overview**

Sponsored by Rep. Rosa DeLauro (D – Conn.) and Sen. Kirsten Gillibrand (D – N.Y.), the Family And Medical Insurance Leave (FAMILY) Act (H.R. 1439/S. 786) would ensure people have some income during family or medical leave. The act currently has 124 co-sponsors in the House and 21 co-sponsors in the Senate.

The Family and Medical Insurance Leave Act would:

- ◆ Provide workers with up to 12 weeks of partial income when they take time for their own serious health condition, including pregnancy and childbirth recovery; the serious health condition of a child, parent, spouse or domestic partner; the birth or adoption of a child; and/or for particular military caregiving and leave purposes.
- ◆ Enable workers to earn 66 percent of their monthly wages, up to a capped amount.
- ◆ Cover workers in all companies, no matter their size. Younger, part-time, lower-wage and contingent workers would be eligible for benefits.
- ◆ Be funded by small employee and employer payroll contributions of two-tenths of one percent each (two cents per \$10 in wages), or about \$1.50 per week for a typical worker.
- ◆ Be administered through a new Office of Paid Family and Medical Leave within the Social Security Administration. Payroll contributions would cover both insurance benefits and administrative costs.

Presently, I'm working with our Legal and Benefits departments conducting research into the numerous/complex new City and State laws such as the Massachusetts State law referenced earlier. Our objective is to determine which laws may be applicable to our members and from there, how they may take advantage of them.

Lastly, we've discussed this topic with all of the MEC Grievance Chairs on our quarterly call and are keeping them apprised of our progress.

**Quarterly MEC Grievance Chair Conference Calls:**

Following our Advanced Grievance Training in October 2015, we invited all of our MEC Grievance Chairs to stay an extra day and participate in an MEC Grievance Chair Roundtable discussion. Participants found this forum very helpful and asked that we schedule regular quarterly conference calls for discussion of issues and an exchange of information. We've since conducted two conference calls; January 19, 2016 and May 2, 2016. Topics discussed include: payroll issues, FMLA, Drug and Alcohol testing, grievance filing limits, racial discrimination terminations and communication with Local Council grievance representatives.

**Training:**

Please find the tentative training schedule below, designed to coincide with all three election categories. Leadership training begins with the New Officer Orientation to be followed by the New Officer Leadership Training and finally the Advanced Leadership Training. All dates listed below are represented on a "week of" basis unless specific dates are noted.

Training Type	Category III	Category I	Category II
New Leader Orientation	June 6-10, 2016 Location: DC	November 14-18, 2016 Location: DC	June 12-16, 2017 Location: DC
New Leader Training	August 15-18, 2016 Location: MITAGs	February 6-9, 2017 Location: MITAGs	August 14-17, 2017 Location: MITAGs
<b>Additional Training</b>			
Advanced Leadership Training	All Election Categories – September 19-22, 2016 Location: TBD		
Advanced Leadership Training	All Election Categories – October 2017 Location: TBD		

**New Officer Orientation Training**

This three and a half (3.5) day training course occurs prior to taking office and includes an overview of AFA's structure and the Constitution and Bylaws, a familiarization of the resources available to assist leaders at the International Office, a review of responsibilities of a newly elected officer, introduction of allowable expenses and the expense reimbursement process and guidance on transitioning successfully into the new term of office.

In addition, we've added an optional extra day to the end of the orientation for those that choose to participate in a separate grievance training.

### **New Leader Training**

This three and a half (3.5) day training occurs after you've attended the orientation and once you assume office. Leaders are instructed on the roles and responsibilities of their office including building and strengthening the union through mobilization, effective local committees, member meetings and communications and using the grievance procedure and tools for working with management to advocate on behalf of our members. Leaders are introduced to the process of goal planning, time management skills, budgeting planning and methods for tracking and monitoring budget use. Leaders are also trained on the membership services processes involved in tracking membership and dues obligations. Leaders will receive a presentation from the National Mediation Board about the services they offer and explain their role in the negotiation process.

### **Advanced Leadership Training**

This is a three and a half (3.5) day training focused on teaching and honing existing leader skills. Our 2015 training introduced a split format. Each morning participants attended one of two core courses offered. In the afternoon a series of varied workshops were offered and participants could select ones that appealed to them. This year's format will be changed based on leadership feedback and input from our Leadership Development Committee. We are eliminating the core courses and will replace them with a series of different workshops. Leaders will be able to choose from a variety of workshops they believe they'd benefit from. Please see the Leadership Development Committee report for a list of offered workshops.

### **Teaching Techniques**

Ensuring we remain vigilant about providing the highest quality of education for our leaders is my priority. To this end, the ISRs and I attended a week long course, developed and facilitated by the AFL-CIO which focuses on participatory teaching techniques.

It is important to note that adult learners are different and they learn through different ways. Therefore, there is no single method or technique on its own which can satisfy the learning needs of all the learners. In order to cater to the needs of all the learners, it is necessary for facilitators to vary the methods of teaching. In addition, teaching becomes more effective when an eclectic approach, ie combining several methods of teaching in one lesson, is adopted. As well as catering for the needs of a wider range of learners, the eclectic approach helps to overcome the problem of monotony and boredom which are probably the worst enemies of learning.

We are very excited to incorporate fresh and motivating new methods of teaching into our course curriculums over the coming years. Our goal is to enhance your learning experience and we welcome your feedback.

### **Reciprocal Cabin/Jumpseat**

I have been working with Adam Novish (Council 36 VP) and Theresa O'Donnal (AFA Staff Research Department) on ways to improve and expand reciprocal cabin/jumpseat agreements amongst carriers.

In addition to working with members of our Board, we have expanded our scope and reached out to members of the Flight Attendant Coalition and asked for their assistance.

A chart outlining existing agreements was sent to the EXBOD and the Flight Attendant Coalition about a month ago for their input. The chart included in this report represents the most recent iteration of the chart. I ask that you please review it for accuracy and let me know if you have changes.

The following paragraphs will explain our work to date.

**Objective:**

Work toward a more standardized method by which airline carriers may enter into reciprocal cabin/jump seat agreements.

Ideally a central data base used by all airlines would work best but this may be a hard sell to the carriers and even if we could facilitate this, it would be further down the road. Therefore, we think a good start to improving travel options for Flight Attendants will begin with increasing the number of agreements in existence today and attempting to convince carriers to “buy into” a more uniform and consistent way of securing and expanding these agreements. In order to accomplish this, we first need to identify all existing agreements.

**Background:**

In today’s world of aviation, non-rev travel is becoming less and less of a benefit. Flights are often full and pass travel seems nearly impossible.

In addition, mergers, bankruptcies, ever changing Regional/Mainline contracts to perform flying, base closures, base openings and expansion at some carriers has created a higher number of commuters, within the Flight Attendant ranks, than ever.

To further the confusion, not all airlines have two-way agreements. In some cases, the agreement is only one-way. In other words, your airline has an agreement with Airline XX , however, Airline XX does not have an agreement with your airline. It can also become confusing when attempting to secure a cabin seat on some mainline carriers if the flight is actually operating as an “express” carrier. For example, while your airline may have an agreement with United Airlines, they may not have an agreement with Skywest Airlines, who is operating the flight where you want to secure a cabin seat on a particular day.

We have some preliminary research to conduct in order to develop a white paper, obtain additional contact information and write letters regarding removal of extra jumpseats.

**Pilot Cass System:**

Shortly after Sept. 11, 2001, the FAA stopped allowing cockpit jumpseat access to flightcrew members except those from their own airline. The TSA reinforced this restriction further and regulated the use of jumpseats through security directives. As a result, flight crew members who

were previously allowed to use jumpseats on other airlines were required to compete for standby seats in the passenger cabin—often without success. To resolve the need to maintain security in the cockpit while allowing interline use of jumpseats, the ARINC Cockpit Access Security System (CASS)—a service approved by both the TSA and the FAA—was developed. CASS not only reestablished reciprocal access to jumpseats, it also improves cockpit security by verifying the identity and employment credentials of persons asking to ride in a jumpseat. CASS is an operational system that has been used since July 2004 to provide a reliable means of real-time verification of the identity and employment status of airline pilots at the boarding gates of most major U.S. airports. The system is currently used by 93 airlines. CASS enables gate agents to query the personnel records of airline employees wishing to use a cockpit jumpseat. The airline pilot employee provides the gate agent with the prerequisite identification, and the gate agent generates an electronic message requesting cockpit access. The request is then forwarded to the ARINC CASS server, which routes the query to the airline’s designated database. The approval or denial response is routed back through the ARINC CASS server, which returns the response to the gate agent’s computer terminal. In CASS, each participating airline develops, maintains, and houses a database of its own employees who are authorized to fly in the cockpit jump seats of other airlines. This database, known as the Airline Human Resources Database (AHDB), identifies employees by using their passport information and a photo. In addition, each airline uses an Airline Host Requesting System (AHRS) application to generate access request messages and provide the interface between the gate agents and the ARINC CASS server. CASS does not approve anyone to ride in the jumpseat – that responsibility lies with the captain. It is unclear who maintains the CASS server.

Pilots are permitted to use cabin seats, where available, or a cockpit jumpseat if they are in the CASS system. If not, they may only occupy a cabin seat.

**Commuters:**

Theresa O’Donnal reviewed the last 5 years' worth of negotiations surveys we've done, to look at how people responded as to whether they commute by air. Here is the result:

<b>Airline</b>	<b>Month of Survey</b>	<b>Year of Survey</b>	<b>% commuting by air</b>
SPR	April	2015	21.40%
SIL	May	2015	16.65%
FA9	July	2015	16.90%
USA/AAL	April	2014	35.90%
OAI	April	2012	34.10%
ALA	April	2011	19.00%
CPZ	March	2011	26.70%
HZN	August	2011	26.90%
MSA	August	2011	33.40%

We may want to consider doing an AFA wide survey to poll our members regarding their commuter status.

### **White Paper:**

A white paper is currently under development which should include, but not be limited to, the following data points:

- Provide documentation of incidents where non-rev Flight Attendants have been able to assist the cabin crew in the event of an accident, incident or medical emergency.
- Elaborate upon the benefits of having trained Flight Attendants in cabin/jump seats in the event of an accident, incident or medical emergency.
- Cite reasons as to why the amount of commuting Flight Attendants has increased and provide data including percentages of commuters at each airline where possible;
- Base Closures/Openings
- Airline Mergers
- Bankruptcy
- Expansion/Growth within the carrier
- Constant change within the Regional/Mainline contracts to perform flying
- Pilots are permitted to occupy a cabin seat on any airline and a jumpseat on those airlines participating in the CASS system. Why is the same procedure not available to Flight Attendants?
- A standardized method of securing reciprocal agreements and listing for cabin/jumpseats is more practical and takes the burden from both Flight Attendants and Gate Agents who presently have to make themselves familiar with multiple types of agreements and listing procedures.

### **Organizing**

We are very pleased to have completed two successful campaigns at ATI and GoJet and welcome our new members into our AFA family. For reasons of confidentiality and to protect the Flight Attendants at carriers where we will be organizing going forward, I won't be going into any detail, in this report, of our plans for the coming year. However, the Organizing Committee has been briefed at a session we held here at this Atlanta Board of Directors meeting. In addition, we held calls with the Organizing Committee on August 4, 2015, September 12, 2015 and December 2, 2015.

### **Bridge The Gap**

We began our campaign to "Bridge the Gap" by addressing discriminatory wage disparity policies in aviation. But "Bridge the Gap" means so much more than just looking at the difference in Flight Attendant wages.

"Bridge the Gap" is a multi-layered, long term strategy designed to start closing the divide that exists between Flight Attendants at many different airlines (particularly regionals) when it comes to pay, work

rules, rest requirements, pass travel benefits etc. Changing the current conditions, which exist as a result of years of management's "race to the bottom" business models, will require Flight Attendants everywhere to band together to beat it back.

Our ongoing strategy to "Bridge the Gap" is a multi-layered approach involving:

1. Communication, education and engagement of our members at all types of carriers: mainline, regional, low cost and charter.
2. Changing conditions through Legislation.
3. Changing conditions through Negotiation.
4. Raising public awareness of the issues.
5. Participatory events and Days of Action.
6. Use of Media and Social Media to promote awareness of the issues.

AFA's continuing effort to legislate a minimum 10 hour rest requirement is the most recent example of how we are working toward bridging the gap. While some of our Flight Attendant contracts contain language providing for more than this minimum threshold, many do not. Passing legislation is one way we can raise the standards for all Flight Attendants.

Flight Attendants are entrusted with the safety, health, and security of our passengers on a daily basis. Studies have been commissioned by Congress making it clear that more rest should be mandated for Flight Attendants, but the regulations remain paltry, and with the rules in place today, Flight Attendants could have a mere 8 hours of rest following a 14-hour duty day.

As regional airline contracts become amendable International Officers and AFA staff will be discussing with the negotiating committees how we can incorporate themes and demands of Bridging the Gap into our contract negotiations. Additionally, another way to help Bridge the Gap is to make sure that non-union carriers do not undercut standards in the industry. Our AFA Mission Statement requires our organization to unite all professional Flight Attendants in order to achieve fair compensation, job security, seniority protections, and improved quality of life through organizing, bargaining and political action while serving as the leading voice for a safe, healthy and secure aircraft cabin.

Equal pay and equal work are concepts everyone can get behind. This is why your AFA International Officers, Local and MEC Officers and AFA staff are engaging Flight Attendants everywhere in the conversation. We speak to ALL Flight Attendants at work, meetings, when we travel, etc. about the need to Bridge the Gap and why it is so important to all of us. We stand united for our careers and ready to lift standards across the industry.